

EMMANUEL CHURCH CHELTENHAM

Policy on Working with Children and Young People 2019

- 1) The PCC accepts the diocesan policy statement and guidelines on working with children and young people.
- 2) The PCC seeks to provide a caring, warm and consistent atmosphere and environment in which children and young people can develop and grow, and in which they can learn in safety. Children and young people will be treated as individuals and with equal concern.
- 3) Therefore the PCC recognises the following areas of work with children and young people in the areas of:
 - Lighthouse Groups
 - Toddler Group
 - Creative Church
 - Team Youthwork e.g. Next Gen
 - Holiday Club
 - Prayer Partners
- 4) The PCC:
 - I) Will ensure that everyone involved in the care of children and young people, whether through paid employment or volunteer roles, are personally made aware of the diocesan policy and the PCC policy.
 - II) Will ensure that everyone involved in the care of children and young people (existing and in the future from the date the PCC policy is accepted) will be recruited through the Church of England's Safer Recruitment processes.
 - III) Will ensure that completed personnel records are appropriately stored. All information on workers with children and young people will be kept locked away safely and confidentially in line with data protection legal recruitments.
 - IV) Will ensure that every appropriate position is recruited to in line with national church and diocesan Safer Recruitment processes.
 - V) Will ensure that it complies with the rolling programme of (DBS) rechecks that are supported/administered by the diocese.
 - VI) Will ensure everyone involved in working with children and young people are clear of the nature of the work they have agreed to do and the name of the person to whom they are responsible.
 - VII) Will ensure the parish priest/person nominated by the PCC will be responsible on the PCC's behalf for implementing and monitoring the PCC's policy.
 - VIII) Will ensure that training opportunities are undertaken within national/diocesan requirements.
 - IX) Will ensure that the PCC are regularly informed of the names of those who work with children and young people for parish records.
 - X) Nominates Di Devlin to be the Nominated Person to whom all concerns and cases of suspected or alleged abuse must be reported immediately.
 - XI) Will make adequate provision for insurance cover for all activities for children and young people in line with the House of Bishop's guidance.
 - XII) Will make a copy of this policy available to all employees and volunteers of this church, and to parents/guardians.
 - XIII) Will review this policy annually and ensure that a copy of this policy will be presented to the Archdeacon at the Visitation.

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- XIV) Will ensure that any individual organisation renting/using its premises for activities involving children and young people is aware of its own individual responsibilities to have appropriate safeguarding policies and processes in place.
- XV) Will ensure that any complaint made regarding a child for whom we are responsible, who may have been harmed or is significant danger, will be reported immediately and that we will fully cooperate with statutory agencies during any investigation into allegations concerning a member of the church community.
- XVI) Will inform the statutory agency of any suspected criminal offenders or concerns that we are made aware of in respect of our contact with children, and will inform and work closely with Diocesan staff and all statutory agencies.
- XVII) Will offer informed pastoral care to any child, young person or adult who has suffered abuse, and provide them with details of local and national support agencies.
- XVIII) Will work closely with the diocese to ensure that we effectively supervise and support any member of our church community known to have offended against a child.
- XIX) Will ensure that we work closely with the diocese to ensure that any required DBSs or other required checks and references, including the five year rolling re-check programme, are complied with.
- XX) Will work closely with the diocese in ensuring appropriate people are trained and updated on good practice, legal changes etc.
- XXI) Will ensure that a copy of this policy will be displayed on the parish noticeboard alongside a Childline poster, which can be downloaded from www.nspcc.org.uk free of charge.

If you have any concerns about any safeguarding issue please don't hesitate to be in touch with a member of clergy or with our Nominated Person

NAME	CONTACT
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Incumbent

Church Warden

Church Warden

Date